

*Approved by
Exec. Bd 1-14-04*

December 18, 2003

Memo to: SABO Executive Board

Re: Finance and Compensation Recommendations

As presented to the Executive Board prior to the meeting last night, the F&C Committee recommends the following changes to compensation and dues starting basketball season 2004-05:

Commissioner's Compensation:

We recommend that we pay the Commissioner a total of \$6650. This compensation would be the entire compensation which the Commissioner would receive. Any and all district tournament fees, other booking fees levied on the schools would be paid to SABO's General Operating Fund. This compensation would not limit the commissioner to any fees which he receives for booking games for AAU, summer league or other out-of-season leagues which are not FHSAA or SABO sponsored.

We also strongly recommend that the F&C Committee conduct a thorough study of the number of games booked each season for the last 2 or 3 years and develop a compensation formula which will be based on a base salary plus a fee per game scheduled. We unanimously recommend that we go to a salary structure like this in order to be fair to the Commissioner and SABO for extra games added in any year OR if we lose schools, the reduced number of games booked. The formula, in the first 2 years, would total approximately the \$6650 we are recommending in compensation.

Treasurer's Compensation:

Historically, the Treasurer has received part of the district tournament fees (approximately \$300 per year). We recognize that the Treasurer has been asked, and will continue to be asked, to write more checks for game fees this year and in coming years. Because of this increased work load, we recommend a base salary for the Treasurer of \$300 plus \$.50 per check written for the year. We expect the Treasurer's total compensation would have been about \$625 for this basketball season.

Dues:

Because of the uncertainty of continuing to receive district tournament booking fees, increased costs of meeting space, improving training materials and methods and their increasing costs, we recommend that the dues increase in the 2004-05 basketball season to \$30 per member (plus an extra \$5 for new member registration). These dues would remain the same for the 2005-06 season and then increase to \$35 per member (with the extra \$5 per new member) for the 2006-07 season. We recommend that the F&C committee review this dues structure and financial situation at the end of the 2005-06 *to determine whether the dues should be increased to the \$35 level or more in 2006-07.*